

# **Questions and Answers** **About the Governor's Employee Advisory Council (GEAC)**

## **FOR NON-SUPERVISORY CLASSIFIED EMPLOYEES**

### **Q: What is the GEAC?**

A: The GEAC, Governor's Employee Advisory Council, was established by executive order, *"to provide advice and recommendations to the Governor concerning state employee/employer relations."*

### **Q: How is the GEAC made up?**

A: The executive order establishing the GEAC creates nine job categories. In 2003 the employees in six of these categories elected employee organizations to represent them on the council. The job categories and representatives specified by the order are:

- (a) Clerical, semi-technical and para-professional employees;  
**UNITED AUTO WORKERS UNION (UAW)**
- (b) Administrative employees;  
**NO REPRESENTATIVE ELECTED**
- (c) Labor and trade employees;  
**TEAMSTERS UNION**
- (d) Employment and social services employees;  
**AMERICAN FEDERATION OF STATE COUNTY &  
MUNICIPAL EMPLOYEES UNION (AFSCME)**
- (e) Health Services employees;  
**Service Employees International Union (SEIU) &  
AFSCME**
- (f) State police officers;  
**STATE POLICE PROFESSIONAL ASSOCIATION**
- (g) Corrections, Parole, and law enforcement employees;  
**AFSCME**
- (h) Professionals, specialists, scientific and related employees;  
**NO REPRESENTATIVE ELECTED**

- (i) Regulatory and inspection employees

**NO REPRESENTATIVE ELECTED**

In addition to the employee organizations, the council also includes the Secretary of the Labor Cabinet or designee, the Secretary of the Personnel Cabinet or designee and a representative of the Office of the Governor

**Q: Who qualifies for membership in a GEAC organization?**

A: Only non-supervisory classified employees who work in the Executive Branch of the government can join GEAC organizations. The order does not cover Kentucky's other constitutional officers or employees of the Commonwealth's elementary, secondary, and post-secondary educational systems.

**Q: Does the executive order establish collective bargaining?**

A: NO. The order DOES NOT establish collective bargaining.

**Q: What is fair share and does the executive order allow it.**

A: Fair share is a fee that the National Labor Relations Act allows private sector unions to charge non members to cover services the law requires the unions to provide to all employees. The executive order is not collective bargaining and the implementation of such a fee would conflict with Kentucky statutes.

**Q: Should I join a GEAC organization?**

A: Whether or not to join an employee organization is a personal decision for you to make however you are not required to join any organization and no membership dues will be taken out of your paycheck without your expressed written permission.

**Q: Can I end my membership dues deduction to an employee organization at any time if I decide to do so?**

A: YES, membership in any employee organization is completely voluntary and can be begun or ended at anytime. An employee who wishes to end payroll deduction to an employee organization may do so by sending written notification to their agency payroll officer asking them to stop the deduction.

**Q: Some employee organizations are making unannounced visits to employee homes. How did they get the employees' home addresses and what can I do if I don't want to be visited at home.**

A: Your home address is private and not available under the open records act. The Personnel Cabinet has not and will not release your home address to anyone. Unfortunately, with today's technology it is relatively easy to track down your home address. If you do not want to be visited at home by an employee organization you may notify the GEAC or the employee organization in question and ask them not to visit you at home.

Q: What do I do if I have questions, concerns or need more information on the GEAC?

A: You may e-mail questions, concerns or requests for more information about GEAC to: [GEAC.Hotline@ky.gov](mailto:GEAC.Hotline@ky.gov)